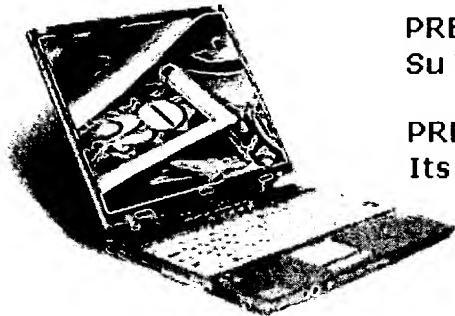# Kriterion

Centro de Consultoria y Desarrollo Gerencial

PRESENTA
Su Estudio De Mercado De Remuneraciones en Líni

PRESENTS
Its Online Market Compensation Study

Login For Members

Entrada Para Miembros

210 ──── Username [   ] Usuario

212 ──── Password [   ] Contraseña

[Login - Entrada]

200 ↗

Figure 1

RIMSKY'S ONLINE COMPENSATION PROGRAM
www.tolorimsky.com

| User's Manual |
| Program Origin |
| Contact Us |
| Problems |
| Choose Program |
| Change Password |
| Change language |
| Logout |

319

300

Choose an option :

1. | Interpolation / Extrapolation | *310*

View market data and perform Interpolation or Extrapolation based on sales, number of employees or number of evaluation points.

2. | Projection | *312*

View market data and project monthy salary and annual remuneration after a certain number of months and a set rate of inflation

3. | Merit Matrix | *314*

View market data and calculate your merit increase based on the genera rate of market increase, performance level and monthly salary

4. | Graphical Analyses | *316*

View a qualitative analysis of all the benefits and the companies position with respect to market data

Figure2

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone

Or Select companies

Select Job Code
1
2
3

View Job titles

Choose sales range
Min   Max

Choose # employees
Min   Max

Choose # evaluation points
Min   Max

Choose Interpolation /
Extrapolation parameter
☐ sales
☐ # employees
☐ # evaluation points
☐ Remove company from sample

Another form
Problems
Logout

Industry Results ->
Company Results ->

Note: '--' implies data not available and 'NaN' implies Not a Number

Industry Results ->
Company Results ->

Resulting Compensation
(Monthly salary)

Resulting Compensation
(Total Annual Remuneration)

Compute

Figure 3

Job Code Descriptions

	Human Resources ▸	Is the head of the company's human resources management function, being responsible for selection and recruiting of personnel, salary and benefits administration, training, welfare and labor relations. Operates with the title of Human Resources Manager. In many companies the job has also responsibility for Medical Service, Safety and Security. Requires advanced bilingual education (18 years), and 5 to 8 years experience depending on company size. Responsibility for Operations and Assets is at the plant section level. Responsibility for Supervision depends on the number of people supervised.

Figure 4

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone

Or **Select companies**

Select Job Code
1
2
3
View Job titles

Choose sales range
Min   Max

Choose # employees
Min   Max

Choose # evaluation points
Min   Max

Choose Interpolation /
Extrapolation parameter
☐ sales
☐ # employees
☐ # evaluation points
☐ Remove company from sample

Another form
Problems
Logout

Industry Results -> Job Code: 1
Total Incum.: 25

Company Results ->

	Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index
Company Data	500	85	1	478	28698	8	25
Averages	490	231	1	508	30184	9	20
Participants	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)
Company Ratios	1.02	0.37	1	0.94	0.95	0.92	1.24

612   614   616   618   620   622   624   626   628   630   632

Note: '--' implies data not avaliable and 'NaN' implies Not a Number

Industry Results ->
Company Results ->

Resulting Compensation
(Monthly salary)

Resulting Compensation
(Total Annual Remuneration)

Select 2 sets of data

#Evaluation Points Parameter

478   Compute

Figure 5.

Another form
Problems
Logout

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone
Or Select companies

Select Job Code
1
2
3
View Job titles

Choose sales range
Min [ ] ▶ Max

Choose # employees
Min [ ] ▶ Max

Choose # evaluation points
Min [ ] ▶ Max

☐ Remove company from sample

Industry Results ->
Company Results ->

Job Code: 1
Total Incum.: 25

Company Data	Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index
	500	85	1	478	28698	8	25
	490	231	1	508	30184	9	20
	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)
	1.02	0.37	1	0.94	0.95	0.92	1.24

— 712

Average monthly salary ($)   [30184]   — 714

Average # months   [14]   — 716

extra months (to project)   [12]   — 718

Rate of inflation (as a %)   [6]   — 720

[Compute]   — 723

Monthly salary after projection ($)   [34108]   — 725

Annual Remuneration after projection ($)   [774733]   — 727

— 700

Figure 6

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone

Or Select companies

Select Job Code
1
2
3
View Job titles

Choose sales range   Min   Max
Choose # employees   Min   Max
Choose # evaluation points   Min   Max

Another form
Problems
Logout

☐ Remove company from sample

	Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index
Industry Results ->							
Company Results ->							
Job Code: 1							
Total Incum.: 25							
Company Data	500	85	1	478	28698	8	25
	490 25(25) 1.02	231 25(25) 0.37	1 25(25) 1	508 25(25) 0.94	30184 25(25) 0.95	9 25(25) 0.92	20 25(25) 1.24

Estimated Merit Increase Budget (%)   [110]   810

Select level of Performance   [Outstanding]   812

Select Distribution   [Positive]   814

Your monthly salary (in $)   [28698]   816

[Compute]   818

Merit Increase Recommended (as a %)   [116]   820

Figure 7

800

http://dr.tolorimsky.com/Mmatrix.aspx   01/14/2004

Gra_analysis

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone

Or Select companies

Select Job Code
1
2
3

View Job titles

Choose sales range
Min ▸ ▸ Max

Choose # employees
Min ▸ ▸ Max

Choose # evaluation points
Min ▸ ▸ Max

Click this checkbox to view additional graphs
☑ Remove company from sample

Another form
Problems
Logout

Company removed from all calculations

Industry Results ->								
Company Results -:								
Job Code: 1								
Total Incum.: 24	Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index	
Company Data	500	85	1	478	28698	8	25	
Averages	490	237	1	509	30246	9	20	
Participants	24(24)	24(24)	24(24)	24(24)	24(24)	24(24)	24(24)	
Company Ratios	1.02	0.36	1	0.94	0.95	0.92	1.25	

Note: '–' implies data not avaliable and 'NaN' implies Not a Number

1. **Benefit Analyses** ~ 910
2. **Monthly Salary Quartile Graph** ~ 912
3. **Total Annual Remuneration Quartile Graph** ~ 914
4. **Company Vs Market [Graphical]** ~ 916
5. **Company Vs Market [Tabular]** ~ 918
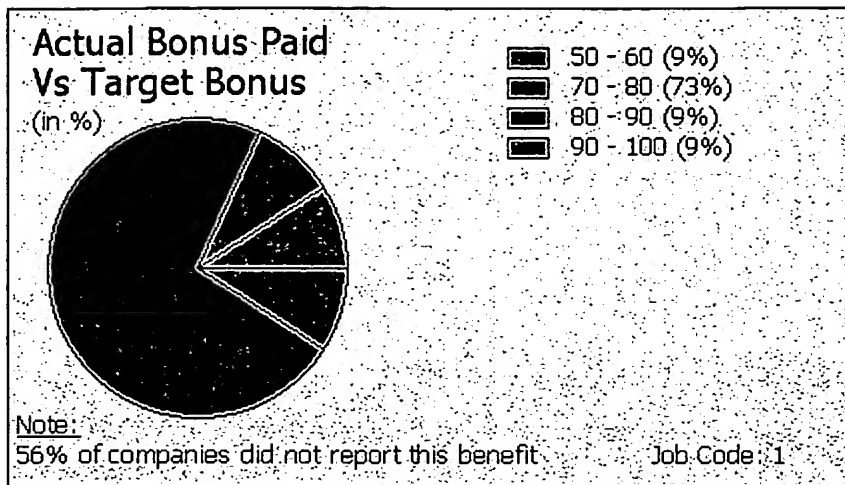
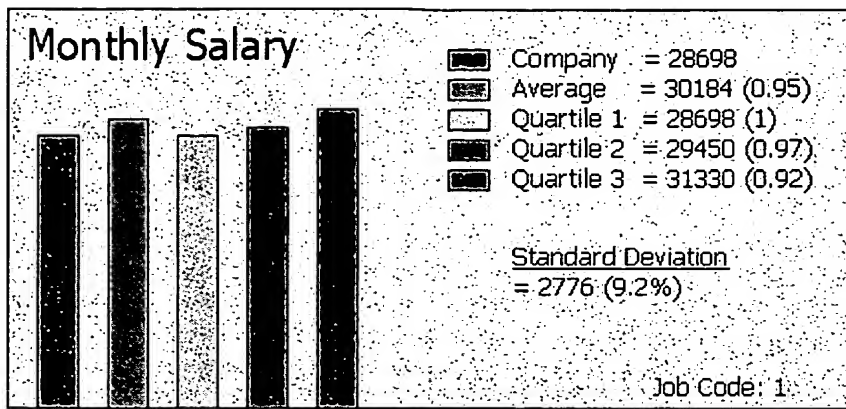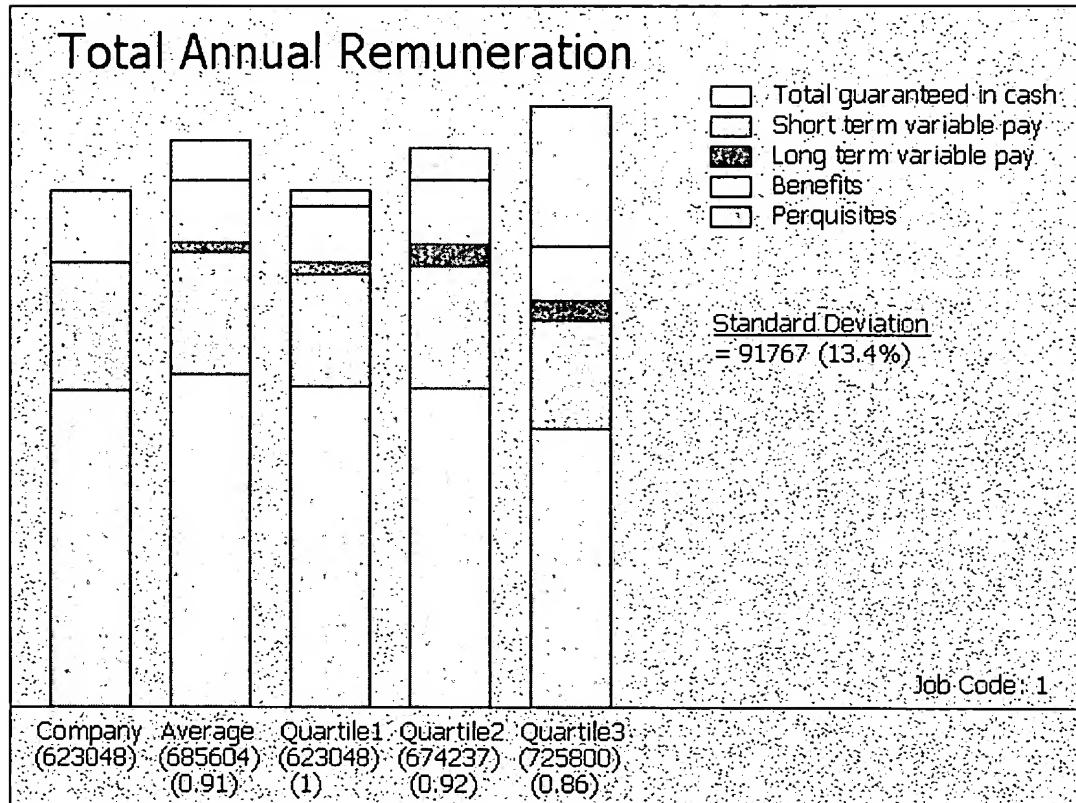http://dr.tolorimsky.com/Gra_analysis.aspx

01/14/2004

Figure 8

900

Actual Bonus Paid Vs Target Bonus
(in %)

- 50 - 60 (9%)
- 70 - 80 (73%)
- 80 - 90 (9%)
- 90 - 100 (9%)

Note:
56% of companies did not report this benefit   Job Code : 1

Figure 9

Monthly Salary

▪ Company	= 28698
▪ Average	= 30184 (0.95)
▫ Quartile 1	= 28698 (1)
▪ Quartile 2	= 29450 (0.97)
▪ Quartile 3	= 31330 (0.92)

Standard Deviation
= 2776 (9.2%)

Job Code: 1

figure 10

Total Annual Remuneration

Legend:
- Total guaranteed in cash
- Short term variable pay
- Long term variable pay
- Benefits
- Perquisites

Standard Deviation
= 91767 (13.4%)

Job Code : 1

Company (623048)	Average (685604) (0.91)	Quartile1 (623048) (1)	Quartile2 (674237) (0.92)	Quartile3 (725800) (0.86)

Click here to close this window   **Click here to print this page**

Label

Figurell

Job Class= Managerial
X-axis= Evaluation points
Y-axis= Monthly salary

(chart with Company and Market lines)

View another chart

Y-Axis   Job
| Monthly Salary ▼ | | Managerial ▼ | | Go! |

Click here to close this window   **Click here to print this page**

Figure 12

View table

$ Parameter   Job

Monthly Salary ▾   Managerial ▾   Go !

Click here to close this **Click here to print this**
window   **page**

Serial No.	Job Code	Job Title	Monthly Salary	Average	1st Quartile	2nd Quartile	3rd Quartile
1	1	Gte. Rec. Humanos	28698	30246 (0.95)	28756 (1)	29466 (0.97)	31372 (0.91)
2	2	Supervisor Produc	17800	16228 (1.1)	15835 (1.12)	16200 (1.1)	16900 (1.05)
3	3	Contador	10500	9228 (1.14)	8700 (1.21)	9000 (1.17)	9300 (1.13)

Figure 13